

# Staff Salary Increases

Prepared and Presented by Julie Wayman, Budget Director  
Arlington Annual Town Meeting

May 1, 2023

# Staff Salary Increases

1. Timing of Contract Settlements
2. Staff Reclassification
3. Change in Staff
4. Increase in Hours

# Staff Salary Increases

	2021	2022	2023	2024	\$ change	% change
<b>9 Board of Assessors</b>						
Personnel Services	308,615	311,837	291,393	301,343	9,950	3.41%
Expenses	33,248	33,248	32,248	35,248	3,000	9.30%
TAXATION TOTAL	341,863	345,085	323,641	336,591	12,950	4.00%
	2.98%	0.94%	-6.21%	4.00%		
Detail of Personnel Services:						
Director of Assessments	117,571	119,571	97,892	101,847	3,955	4.04%
Office Manager	72,427	72,427	72,427	80,399	7,972	11.01%
Data Collector	62,539	62,539	62,539	55,051	(7,488)	-11.97%
Sr. Clerk Typist	37,427	38,129	39,560	44,353	4,793	12.12%
Board Members (3)	14,700	14,700	14,700	14,700	0	0.00%
BASE SALARY + STEPS	304,664	307,366	287,118	296,350	9,232	3.22%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	1,676	2,196	1,000	1,718	718	71.80%
Auto allowance *			1,000	1,000	0	
Stipends	1,275	1,275	1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES	308,615	311,837	291,393	301,343	9,950	3.41%
* Auto allowance moved from Expenses line						

	2021	2022	2023	2024	\$ change	% change
<b>17 Public Works</b>						
All Public Works						
Personnel Services	4,266,538	4,267,674	4,445,138	4,708,377	263,239	5.92%
Expenses	7,059,340	7,109,288	7,424,825	7,597,586	172,761	2.33%
APPROPRIATION TOTAL	11,325,878	11,376,962	11,869,963	12,305,963	436,000	3.67%
Water & Sewer Ent. Fund offset	(1,143,987)	(1,186,943)	(1,179,751)	(1,249,360)	(69,609)	5.90%
Other offsets and transfers	(185,000)	(185,000)	(215,000)	(245,000)	(30,000)	13.95%
TAXATION TOTAL	9,996,891	10,005,019	10,475,212	10,811,603	336,391	3.21%
	0.33%	0.08%	4.70%	3.21%		
For fiscal year 2024, the Director of Public Works is hereby authorized to transfer funds within this budget.						
a. Public Works Administration						
Personnel Services	523,220	507,674	594,933	623,942	29,009	4.88%
Expenses	20,600	20,600	20,600	20,600	0	0.00%
APPROPRIATION TOTAL	543,820	528,274	615,533	644,542	29,009	4.71%
Recycling fund offset	(35,000)	(35,000)	(35,000)	(35,000)	0	0.00%
Water & Sewer Ent. Fund offset	(251,159)	(271,910)	(264,137)	(314,178)	(50,041)	18.95%
TAXATION TOTAL	257,661	221,364	316,396	295,364	(21,032)	-6.65%
	13.74%	-14.09%	42.93%	-6.65%		
Detail of Personnel Services:						
Director of Public Works	151,039	153,039	157,260	163,573	6,313	4.01%
Assistant Director of Public Works	98,967	98,967	100,452	99,369	(1,083)	-1.08%
Recycling Coordinator (.86)	61,203	61,203	62,121	70,967	8,846	14.24%
Administrative Assistant	55,371	55,371	55,371	53,418	(1,953)	-3.53%
Principal Accounting Clerk / Bookkeeper	44,589	47,126	48,894	49,860	966	1.98%
Principal Clerk / Stenographer	52,687	52,687	46,259	46,391	132	0.29%
Waste diversion & curbside enforcement	21,861	21,861	27,495	30,005	2,510	
School Sustainability Coordinator	20,123				0	
Systems Analyst / Director GIS *		77,633	93,322			
BASE SALARY + STEPS	505,840	490,254	575,485	606,905	31,420	5.46%
Longevity	5,850	5,890	7,918	5,507	(2,411)	-30.45%
Overtime, double-time & out-of-grade pay	10,255	10,255	10,255	10,255	0	0.00%
Clothing allowance and stipends	1,275	1,275	1,275	1,275		
TOTAL PERSONNEL SERVICES	523,220	507,674	594,933	623,942	29,009	4.88%
* Director GIS moved from Information Technology in FY23						
b. Engineering (16-0-1)						
Personnel Services	359,118	355,319	360,396	376,066	15,670	4.35%
Expenses *	92,407	88,500	88,500	88,500	0	0.00%
APPROPRIATION TOTAL	451,525	443,819	448,896	464,566	15,670	3.49%
Water & Sewer Ent. Fund offset	(270,103)	(279,946)	(275,168)	(283,450)	(8,282)	3.01%
TAXATION TOTAL	181,422	163,873	173,728	181,116	7,388	4.25%
	-17.95%	-9.67%	6.01%	4.25%		
Detail of Personnel Services:						
Town Engineer	115,426	115,426	117,157	122,347	5,190	4.43%
Assistant Town Engineer	92,084	92,084	93,005	93,005	0	0.00%
Jr. Engineer	75,639	75,639	75,639	83,918	8,279	10.95%
Jr. Engineer	69,319	64,399	66,815	69,016	2,201	3.29%
BASE SALARY + STEPS	352,468	347,548	362,616	368,286	15,670	4.44%
Longevity	1,800	2,921	2,930	2,930	0	0.00%
Overtime	3,800	3,800	3,800	3,800	0	0.00%
Clothing allowance	1,050	1,050	1,050	1,050		
TOTAL PERSONNEL SERVICES	359,118	355,319	360,396	376,066	15,670	4.35%
* Includes \$60,000 for mobility improvements						

\* Elections moved to Clerk's budget in FY 2023  
\*\* Two elections in FY 2024 (Presidential primary and local)

9	<b>Board of Assessors</b>	2021	2022	2023	2024	\$ change	% change
		Personnel Services	308,615	311,837	291,393	301,343	9,950 3.41%
	Expenses		33,248	33,248	32,248	35,248	3,000 9.30%
	TAXATION TOTAL		341,863	345,085	323,641	<b>336,591</b>	12,950 4.00%
			2.98%	0.94%	-6.21%	4.00%	
	Detail of Personnel Services:						
	Director of Assessments		117,571	119,571	97,892	101,847	3,955 4.04%
	Office Manager		<b>72,427</b>	<b>72,427</b>	<b>72,427</b>	80,399	7,972 <b>11.01%</b>
	Data Collector		62,539	62,539	62,539	55,051	(7,488) -11.97%
	Sr. Clerk Typist		37,427	38,129	39,560	44,353	4,793 12.12%
	Board Members (3)		14,700	14,700	14,700	14,700	0 0.00%
	BASE SALARY + STEPS		304,664	307,366	287,118	296,350	9,232 3.22%
	Overtime		1,000	1,000	1,000	1,000	0 0.00%
	Longevity		1,676	2,196	1,000	1,718	718 71.80%
	Auto allowance *				1,000	1,000	0
	Stipends		1,275	1,275	1,275	1,275	0 0.00%
	TOTAL PERSONNEL SERVICES		308,615	311,837	291,393	301,343	9,950 3.41%
	* Auto allowance moved from Expenses line						

AFSCME  
American Federation of State, County and Municipal Employees

Contract Settled in May 2022, effective July 1, 2021 through June 30, 2024

ATP, Administrative, Technical, Professional

E	<b>b. Engineering (16-0-1)</b>	2021	2022	2023	2024	\$ change	% change
		Personnel Services	359,118	355,319	360,396	376,066	15,670 4.35%
N	Expenses *		92,407	88,500	88,500	88,500	0 0.00%
G	APPROPRIATION TOTAL		<b>451,525</b>	<b>443,819</b>	<b>448,896</b>	<b>464,566</b>	15,670 3.49%
I	Water & Sewer Ent. Fund offset		(270,103)	(279,946)	(275,168)	(283,450)	(8,282) 3.01%
N	TAXATION TOTAL		181,422	163,873	173,728	<b>181,116</b>	7,388 4.25%
E			-17.95%	-9.67%	6.01%	4.25%	
E	Detail of Personnel Services:						
R	Town Engineer		115,426	115,426	117,157	122,347	5,190 4.43%
I	Assistant Town Engineer		92,084	92,084	93,005	93,005	0 0.00%
N	Jr. Engineer		<b>75,639</b>	<b>75,639</b>	<b>75,639</b>	83,918	8,279 <b>10.95%</b>
G	Jr. Engineer		69,319	64,399	66,815	69,016	2,201 3.29%
	BASE SALARY + STEPS		352,468	347,548	352,616	368,286	15,670 4.44%
	Longevity		1,800	2,921	2,930	2,930	0 0.00%
	Overtime		3,800	3,800	3,800	3,800	0 0.00%
	Clothing allowance		1,050	1,050	1,050	1,050	0 0.00%
	TOTAL PERSONNEL SERVICES		359,118	355,319	360,396	376,066	15,670 4.35%
	* Includes \$60,000 for mobility improvements						

FY21	1	2	3	4	5	6	7	8	FY23	1	2	3	4	5	6	7	8	9
ATP 1	36,555	37,924	39,348	40,824	42,355	43,943	45,591	48,322	ATP 1	38,300	39,718	41,192	42,720	44,305	45,949	47,656	50,483	51,493
ATP 2	40,617	42,140	43,721	45,359	47,061	48,825	50,657	53,578	ATP 2	42,506	44,082	45,720	47,415	49,177	51,003	52,900	55,925	57,044
ATP 3	46,101	47,831	49,624	51,485	53,415	55,418	57,493	60,676	ATP 3	48,184	49,974	51,830	53,757	55,755	57,829	59,977	63,273	64,538
ATP 4	52,553	54,526	56,570	58,691	60,892	63,173	65,545	69,026	ATP 4	54,863	56,906	59,022	61,217	63,496	65,858	68,314	71,917	73,355
ATP 5	55,180	57,251	59,399	61,625	63,937	66,335	68,821	72,427	ATP 5	57,583	59,727	61,951	64,255	66,649	69,132	71,705	75,438	76,947
ATP 6	57,666	59,826	62,072	64,399	66,815	69,319	71,918	75,639	ATP 6	60,157	62,392	64,718	67,127	69,628	72,221	74,912	78,764	80,339
ATP 7	60,262	62,520	64,864	67,295	69,819	72,438	75,155	78,996	ATP 7	62,844	65,182	67,609	70,125	72,738	75,451	78,263	82,240	83,885
ATP 8	62,370	64,708	67,135	69,653	72,263	74,975	77,784	81,726	ATP 8	65,072	67,448	69,960	72,567	75,269	78,077	80,985	85,066	86,767
ATP 9	64,552	66,972	69,485	72,090	74,794	77,598	80,508	84,551	ATP 9	67,285	69,792	72,393	75,089	77,889	80,792	83,805	87,990	89,750
ATP 10	66,814	69,317	71,916	74,614	77,410	80,314	83,326	87,475	ATP 10	69,627	72,219	74,910	77,703	80,597	83,604	86,723	91,018	92,838
ATP 11	70,820	73,475	76,231	79,088	82,056	85,133	88,325	92,661	ATP 11	73,775	76,524	79,376	82,334	85,408	88,593	91,898	96,387	98,315
ATP 12	76,486	79,352	82,329	85,419	88,619	91,943	95,392	99,991	ATP 12	79,641	82,608	85,690	88,889	92,202	95,643	99,214	103,976	106,056
ATP 13	81,840	84,909	88,091	91,395	94,824	98,378	102,071	106,921	ATP 13	85,184	88,362	91,655	95,076	98,626	102,306	106,129	111,151	113,374
ATP 14	89,207	92,552	96,022	99,621	103,358	107,236	111,253	116,450	ATP 14	92,811	96,274	99,866	103,592	107,461	111,477	115,635	121,016	123,436

FY22	1	2	3	4	5	6	7	8	FY24	1	2	3	4	5	6	7	8	9
ATP 1	37,103	38,493	39,938	41,436	42,990	44,602	46,275	49,047	ATP 1	39,612	41,058	42,562	44,120	45,737	47,414	49,155	52,039	53,990
ATP 2	41,226	42,772	44,377	46,039	47,767	49,557	51,417	54,382	ATP 2	43,902	45,510	47,180	48,909	50,707	52,569	54,504	57,590	59,750
ATP 3	46,793	48,548	50,368	52,257	54,216	56,249	58,355	61,586	ATP 3	49,694	51,519	53,413	55,378	57,416	59,532	61,723	65,084	67,525
ATP 4	53,341	55,344	57,419	59,571	61,805	64,121	66,528	70,061	ATP 4	56,506	58,590	60,748	62,987	65,312	67,721	70,226	73,901	76,672
ATP 5	56,008	58,110	60,290	62,549	64,896	67,330	69,853	73,513	ATP 5	59,281	61,468	63,736	66,086	68,528	71,061	73,685	77,493	80,399
ATP 6	58,531	60,723	63,003	65,365	67,817	70,359	72,997	76,774	ATP 6	61,906	64,186	66,558	69,016	71,567	74,211	76,956	80,885	83,918
ATP 7	61,166	63,458	65,837	68,304	70,866	73,525	76,282	80,181	ATP 7	64,647	67,032	69,507	72,074	74,739	77,506	80,374	84,431	87,597
ATP 8	63,306	65,679	68,142	70,698	73,347	76,100	78,951	82,952	ATP 8	66,874	69,343	71,905	74,564	77,320	80,185	83,151	87,313	90,587
ATP 9	65,520	67,977	70,527	73,171	75,916	78,762	81,716	85,819	ATP 9	69,177	71,734	74,387	77,137	79,993	82,954	86,027	90,296	93,682
ATP 10	67,816	70,357	72,995	75,733	78,571	81,519	84,576	88,787	ATP 10	71,566	74,209	76,954	79,803	82,755	85,822	89,003	93,384	96,886
ATP 11	71,882	74,577	77,374	80,274	83,287	86,410	89,650	94,051	ATP 11	75,797	78,600	81,510	84,527	87,662	90,911	94,282	98,861	102,568
ATP 12	77,633	80,542	83,564	86,700	89,948	93,322	96,823	101,491	ATP 12	81,780	84,806	87,950	91,213	94,592	98,102	101,744	106,602	110,600
ATP 13	83,068	86,183	89,412	92,766	96,246	99,854	103,602	108,525	ATP 13	87,434	90,675	94,034	97,524	101,145	104,898	108,798	113,920	118,192
ATP 14	90,545	93,940	97,462	101,115	104,908	108,845	112,922	118,197	ATP 14	95,213	98,745	102,409	106,210	110,156	114,253	118,494	123,982	128,631

# Next Town Meeting...

- Staff in SEIU will appear to have large salary increases
- Staff appearing to have had no increase in their salary in the FinCom report this year will have a large increase in FY25 budget